

FILED
Clerk
District Court

SEP 29 2006

For The Northern Mariana Islands
By _____

IN THE UNITED STATES DISTRICT COURT (Deputy Clerk)
FOR THE
NORTHERN MARIANA ISLANDS

ABELLANOSA, JOANNA,
et al.,

Plaintiffs,

v.

L&T INTERNATIONAL
CORPORATION,

Defendant.

Civil Action No. 05-0010

DECLARATION IN SUPPORT OF
PLAINTIFFS' OPPOSITION TO
DEFENDANT'S MOTION FOR
SUMMARY JUDGMENT

I, ANGELITA M. ASIA, hereby declare as follows:

1. I am over the age of eighteen years old, have personal knowledge of the facts set forth herein, am competent to testify as to these facts if called as a witness in a court of law, and if called would testify as stated herein.

2. I am a citizen of the Republic of the Philippines. I was hired by L&T International Corporation as a nonresident contract worker, to work in the position of Hand Packer in 2004.

3. On or about February, 2004, I went to L&T to apply for an advertised job vacancy for hand packers. After filling-up and turning in the application form, I was told that L&T will call me for further information.

4. After about two weeks, an L&T personnel who identified herself as Baby Lopez, called me up for interview. When I reported to L&T, a certain Cory Quing and Amy Tse conducted the interview.

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ORIGINAL

I.
MEDICAL FEES
(Physical Examination Fee
and Health Certificate Fee)

5. After I passed the interview, Baby Lopez asked me to complete the Consensual Transfer documents and have my employer complete and sign them, which I did. I gave the completed consensual transfer documents to Baby Lopez at the HR office. Baby Lopez then asked for and I gave her my health certificate which she noted had not yet expired. She then told me that L&T would use my health certificate from my then employer. And upon renewal of my employment contract, L&T would be the one to pay.

II.
CONTRACT SIGNING

6. My first non-resident contract was in 1991. Basically, annually since then, each year, my employers used and had me sign a standard form labor contract provided by DOL. I became familiar with the basic terms of the DOL standard form contract. A copy of such standard form contract is attached as Exhibit "2" to Plaintiffs' Verified/Amended Opposition.

7. In 2004, when L&T HR staff Baby Lopez handed me their contract form, with only the signature page showing, and insisting that I sign, I had no reason to believe it was not the standard DOL form contract. Prior to signing this L&T contract form and at the time it was presented to me in the HR for signing, I was not given an opportunity to read the contract before signing it. When it was presented to me in the HR office, Baby Lopez just pushed the document through the counter-window with the pages turned back, showing only the signature page,

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1 and pointed to where I was to sign it, and said sign, which I did without reading
2 it. There were many other applicants present and waiting in line. The HR staff
3 was rushing me and other applicants by insisting that I and the other applicants
4 I saw present, hurry up and quickly sign, without delaying the document
5 processing. From the mood and way the HR staff was acting, I was made fearful
6 that if I didn't just sign the signature page as instructed, I would lose the job
7 opportunity especially since none of the other applicants I saw there held up the
8 line by or took time to read the contract document. I observed the HR staff
9 acting the same way with other workers who signed before and after my turn.
10 Neither Baby Lopez, nor any one else, ever showed me my contract document
11 until the time and date they asked me (us) to sign at HR. I was never given a copy
12 of the L&T contract document I signed before my termination on or about May
13 13, 2004. After my termination, I was surprised when I later learned of some of
14 the things and terms in L&T's self-styled contract. Had I known that some of the
15 things and terms in L&T's self-styled contract are different from those contained
16 in DOL standard form contract, I would not have agreed to it.

17
18 III.
PERFORMANCE EVALUATION

19 8. There was no individualized measurement or testing to determine my or each
20 Packer's individual performance or production. The only production
21 measurement or test was done by counting the output (production) from each of
22 the different lines of Packers. There was really no way for me as an individual
23 packer to control or show an increase in the number of products because I was
24 just one individual on the line with many others. In the packing section our work
25

1 was performed by groups of workers on so-called lines. The packages or items
2 we were assigned to work on often varied from day to day. Our Head Supervisor
3 in the packing section was Li, Zhi Min, who is a Chinese. When I and other
4 Filipino workers tried to ask her questions regarding our work she could not
5 answer nor explain because she does not speak english fluently. (*See* Defendant's
6 Response to Plaintiffs' First Set of Request for Interrogatories No. 49a).

7
8 IV.
9 TERMINATION

10 9. I was employed and worked for L&T International Corporation as a hand
11 packer, from on or about February 2004 to May 13, 2004, when I and other
12 workers in the hand packing section were summoned by the calling of our
13 individual names over the public address system, to report to the Human
14 Resources (HR) office. I believe and understand we were called in two batches,
15 one about 3:00 p.m., and one about 5:00 p.m. (*See* Deposition of Jack Torres, page
16 97, lines 14-17).

17 10. I did not know why we were being called to come to HR. I thought that we
18 were being called regarding receipt of our anticipated ATM Cards that L&T had
19 previously given us and had us fill out an application for, as they told me and other
20 workers present, to make it easier and more convenient for (us) workers to access
21 and get our anticipated bi-weekly wage payments without having to stand in line
22 waiting for and trying to cash payroll checks. I was made more assured of my
23 continued employment and anticipated pay check by L&T having asked me and
24 other workers to set up these ATM accounts to facilitate our anticipated payroll
25 check payments.

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11. As we arrived at the designated meeting room, I observed other workers, and Corazon Quing, Malou Ernest and Rhodora Bernabe, known to us as HR staff, were present at the May 13, 2004 meeting.

12. I did not see or hear Corazon Quing read or reading from any document or the so-called "communication plan" as described and stated in Exhibit "A" attached to the Declaration of Corazon Quing.

13. More specifically, I (we) were not told as stated by Corazon Quing that we the workers, had the right to appeal our termination to the "Legal Department" of L&T or to any one else.

14. Neither Malou Ernest, Corazon Quing nor any one else at the May 13, 2004 meeting, informed us, that the purpose of the so-called second check was "to cover for 10 days pay in lieu of notice," as stated in paragraph 7, Declaration of Corazon Quing. Additionally, L&T's own RIF policy required, as proposed RIF workers, that I (we) "shall be given written notice of separation at least 15 days prior to the effective date of separation, or severance pay in lieu of notice." (*See* Ex. "D," Jack Torres' Deposition, and page 88, lines 6-8 and lines 20-24).

15. It was my honest belief that I and my co-workers were terminated on May 13, 2004 and that the termination was effective immediately on and from May 13, 2004, because I (we) were told by HR staff at the May 13, 2004 meeting that today (May 13, 2004) was our last day of employment and they demanded that we give up and turn in our company ID cards which were required and needed for company employees to freely enter company premises; and more importantly, our I.D.s were swipe-cards for the time-clocks so we could not clock in or out without them, in addition to being required to "turn over any and all company properties in your possession... on or before May 13, 2004" as stated in the Notice of Termination. (*See*

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1 Ex. "D," Defendant's Memorandum).

2 16. As a result I believed and felt that I was terminated and forced to stop working
3 on May 13, 2004, the same date that the Notice of Termination (dated May 12, 2004)
4 was given to me. Hence, I was not given the required prior notice of termination
5 and/or of the RIF.

6 17. I and the other plaintiffs worked a set work schedule and shift, and worked
7 Monday through Saturday, seven (7) hours a day, six (6) days a week, for a total of
8 forty-two (42) hours each work week, which included two (2) hour overtime each
9 work week while employed at L&T.

10 18. At the time of my termination, no one from L & T offered to assist me in
11 finding other employment or told me that they would or could assist me in getting
12 work with affiliate companies of L&T.

13
14 V.
EMOTIONAL DISTRESS

15 19. When I was hired by L&T in 2004, I was so happy. I thought I could have a
16 more secure job because L&T is known to be a big and stable company. This was
17 my chance to earn extra by doing overtime. I was hopeful at the prospect of
18 earning more so I can finally pay all my debts especially my debts from the bank.

19 20. But after a few months of working with L&T, I was suddenly terminated
20 without any prior notice and without knowing the cause of my termination.

21 21. After my termination, I could not sleep nor eat. I became short-tempered. I
22 was so sad, I would suddenly cry and the crying became more often. I was
23 experiencing all sorts of negative emotions, from anger to sadness to desperation.

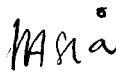
24 22. After some time, I developed various skin problems. I did not have money to
25

1 go to a doctor so I decided to go to a herbalist. The herbalist gave me some herbs
2 to cure my skin problems.

3 26. As my emotional distress was increasing, I began to spend more time alone
4 thinking about all my problems that came as a result of my not having a job. I could
5 not pay up my debts. I could not pay my debt from the bank. Collection agencies
6 are calling me day and night demanding that I pay up and telling me all sort of things
7 in a threatening way. I was so ashamed to meet my friends to whom I owed money,
8 I could not face them. I lost all my friends and I also lost interest in going out with
9 other people.

10 28. I am so desperate that I thought of ending my life to escape the life I have now
11 or to just go and run away from all my financial responsibilities on this island.

12 I declare under penalty of perjury that the foregoing is true and correct and
13 that this declaration was executed this 26th day of September, 2006.

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16
17 /s/ 
18 Angelita M. Asia
19 Declarant
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